



# Equality, Diversity and Inclusion Policy

<b>Approval body:</b>	Mulberry Schools Foundation Trustees
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## **Introduction**

Mulberry Schools Foundation seeks to remove barriers to opportunities for people across London, the UK and the world. The Foundation recognises that, for this work to be successful, it must uphold the highest standards of inclusion and promote equality and diversity.

This policy lays out the Foundation's approach to equality, diversity and inclusion and covers its interactions with beneficiaries, partners, its staff and its Trustees.

Given the Foundation's close relationship to Mulberry Schools Trust, this policy will adhere to the approaches of the Trust and its schools where applicable and where Trustees deem it appropriate.

## **Aims of the policy**

1. This policy is designed to ensure that the Foundation and those acting on its behalf comply with equality law and that they do not tolerate or participate in unlawful discrimination of any kind (including as a result of unconscious bias). Prohibited conduct under the Equality Act 2010 includes:

- Direct discrimination
- Indirect discrimination
- Harassment
- Victimisation
- Failure to make reasonable adjustments

It is against the law to discriminate against anyone because of the following protected characteristics:

- age
- gender reassignment
- being married or in a civil partnership
- being pregnant or on maternity leave
- disability
- race including colour, nationality, ethnic or national origin
- religion or belief
- sex
- sexual orientation

2. This policy also lays out how the Foundation works to be inclusive and celebrate diversity, making sure that all people it interacts with are treated equally, with dignity and with respect.

## **Principles**

The Foundation is governed by the following principles in terms of its practice towards equality, diversity and inclusion:

- The Foundation is proud of and celebrates its diversity
- All staff, Trustees and members of the Foundation's communities have their own individual needs and all are of equal value
- The Foundation is committed to showing respect towards all

- The Foundation is consultative in its practices and ensures that it engages community members in its work and decision-making, such as by recruiting former Mulberry students as Trustees
- The Foundation acknowledges that the world is constantly changing and that its thinking and practice in relation to equality and diversity must change with it; there is always more to learn in these areas

### **Responsibilities of Trustees and staff working for the Foundation**

Anyone working on behalf of the Foundation must:

- show respect to those they encounter when acting for the Foundation and avoid being complicit in or responsible for any discrimination
- challenge prejudice and discrimination and structures which perpetuate such behaviours when they encounter them, including in language, action or expressed belief. It is important that they continue to do so even where it may be in conflict with their own beliefs as the Foundation has a duty to its local, national and international communities
- consider equality and diversity implications before they develop policy and/or make decisions
- work to make MSF an inclusive organisation and ensure that no one is prevented from accessing an opportunity as a result of a protected characteristic
- report harassment or discrimination within the spheres of the Foundation to a relevant person in authority or regulatory body as appropriate
- ensure that the Foundation complies with equality legislation at all times

All staff and Trustees are responsible for acting on this policy consistently in their work for the Foundation.

### **Approaches**

#### Activities

The Foundation or those acting on its behalf will not discriminate unlawfully against beneficiaries of its activities or grant applicants. If the Foundation is working with a particular community, it will make sure that all those within the community who could benefit from an opportunity have equal access to that opportunity as far as reasonably possible. It works alongside its communities and the Mulberry Schools Trust to uphold inclusive practice at all times.

#### Recruitment

When appointing staff, Trustees will avoid unlawful discrimination in all circumstances. They will base decisions on objective criteria and make reasonable adjustments for any candidates. Person specifications will avoid any unnecessary requirements (those unrelated to effective performance) that may otherwise have deterred applicants. Equality information about applicants will be collected exclusively for monitoring purposes and in accordance with data protection legislation, for the purpose of ensuring that the Foundation is following best practice. The Trustees will work to recruit

high-quality applicants from underrepresented groups and to make the Foundation reflective of the diversity of its communities.

### Employment

There will be no unlawful discrimination at any stage of an individual's employment. All staff will be treated equally in terms of promotion, opportunities for training, pay and benefits, discipline and selection for redundancy.

Those of different genders performing equal work are entitled to equal pay under the Equality Act.

Part-time workers or those on fixed-term contracts will be treated no less favourably than full-time, permanent workers as a result of their work status or any protected characteristics.

### **Accessibility**

The Foundation recognises the needs of those with disabilities and will take those needs into account when working with or providing grants or opportunities to disabled beneficiaries or service users, employees or Trustees.

It will make reasonable adjustments to ensure that people who are eligible for events or opportunities can access them and that employees can do their jobs. What is reasonable will depend on the circumstances of each case.

### **Complaints**

The Foundation has a dedicated Complaints Policy which should be followed in the event of any discrimination or harassment conducted by someone acting on behalf of the Foundation.

If a staff member or Trustee is harassed or discriminated against while acting on the Foundation's behalf, they should report this to the Chair of Trustees or, where applicable, follow the Complaints Policy.

### **Sharing the policy**

This policy will be accessible on the Foundation's website and copies will be supplied to anyone who requests them. All those interacting with the Foundation, as well as its staff and Trustees, should be made aware of this policy where relevant.

### **Review**

This policy will be reviewed every two years to judge its effectiveness and will be updated in accordance with changes in the law.